ASSEMBLY BILL (AB) 74
COUNTY WELFARE DEPARTMENT (CWD)
EXPANDED SUBSIDIZED EMPLOYMENT (ESE) PLAN

CWD:

DATE:

CWD CONTACT INFORMATION

NAME/POSITION:

ADDRESS:

PHONE NUMBER:	EMAIL ADDRESS:	PLEASE INDICATE THE DATE YOUR CWD WILL BEGIN OFFERING AN ESE PROGRAM:
HOW MANY TOTAL PARTICIPANTS DO YOU EXPECT TO PLACE IN ESE IN STATE FISCAL YEAR 2013-14?		HOW MANY PARTICIPANTS DO YOU EXPECT TO PLACE IN ESE BY THE END OF MARCH 2014?
HOW MANY PARTICIPANTS DO YOU EXPECT TO PLACE IN ESE BY THE END OF DECEMBER 2013?		STARTING WITH STATE FISCAL YEAR 2014-15, HOW MANY PARTICIPANTS DO YOU EXPECT TO PLACE IN ESE ANNUALLY?

Please describe how your CWD plans to utilize funds allocated for the ESE Program and include responses to the following 10 categories. There is an 11th text box to enter other information about your ESE Program if needed. The text boxes will accept up to 1,000 characters of text. If additional space is needed you may also submit attachments to accommodate the additional information. You may also attach CWD materials that address each of the areas below if the materials can be converted to pdf format for posting to the CDSS website (i.e., not scanned copies).

1. What are your ESE Program goal(s) for the participants: basic employability skills, training for a specific field, obtaining unsubsidized employment, other?

2. What types of employers and industries will you place your participants in: private, public, non-profit, for-profit, retail, manual labor, data entry, health services, etc.?

3. What types of partnerships will you develop for your ESE Program: workforce investment boards, employers, community colleges, payroll services, other?

4. What strategies will you use to link clients with employers?

5. Will your CWD use job developers? If yes, will they be CWD staff or contracted? What will their roles and responsibilities be: employer relations, job coaching, unsubsidized job search, conflict resolution, etc.?

6. What is your CWD's criteria for clients to participate: pre-requisites for entry, targeted population(s) to be served, etc.?

7. What entity (or entities) will serve as employer(s) of record: CWD, workforce investment board, placement agency, private employers, etc.?

8. What strategies does your CWD have to transition participants to unsubsidized employment?

9. Will your CWD supplement ESE subsidies with Single Allocation funds? If yes, how?

10. What will be the average hourly wages and number of hours per week for placements?

11. Please include any other components of your ESE Program not covered above:

Please fill out this form electronically and submit to ESEProgram@dss.ca.gov.

Note: CWDs must submit their plans no later than 30 days after implementation of their ESE Programs. CDSS may request subsequent submittals of AB 74 CWD ESE Plans from CWDs depending on the needs of the program.

San Francisco County, attachment to
ASSEMBLY BILL (AB) 74
COUNTY WELFARE DEPARTMENT (CWD)
EXPANDED SUBSIDIZED EMPLOYMENT (ESE) PLAN

CWD: San Francisco County Human Services Agency
Date: 10-30-2013

1. **What are your ESE Program goal(s) for the participants: basic employability skills, training for a specific field, obtaining unsubsidized employment, other?**

   San Francisco County Human Services Agency's (SF-HSA) Program goals for CW participants include:
   - Improve participant hard skills by offering skill building classes while participants search for a subsidized job;
   - Target outreach to private sector businesses paying a higher wage ($13.50/hr) by offering a front loaded ESE subsidy, with decreasing reimbursement rates in the later months;
   - Develop specific classroom training curriculum to specific sectors (i.e. health/hospitality/ construction/admin.) or a specific big employer (public or private);
   - Enhance employability skills and improve the unsubsidized placement rates, especially for our Community Jobs Program (CJP) and Public Service Trainee (PST) program.
     - CJP - a program that combines work, skills development, and supportive services to increase participants' relevant job skills, enabling them to transition into the labor market. CJP is generally the lowest tier, which targets participants who report little or no work experience or transferable skills.
     - PST - a program that assists CW participants in successfully transitioning to unsubsidized employment through on-the-job skills training and work experience via host sites within the City and County of San Francisco. PST employment is an as-needed "Temporary Exempt" civil service position (32 hours per week) lasting 6 months with a possibility of an additional 6 month extension.
   - Obtain self-sufficiency and economic independence.

5. **Will your CWD use job developers? If yes, will they be CWD staff or contracted? What will their roles and responsibilities be: employer relations, job coaching, unsubsidized job search, conflict resolution, etc.?**

   SF-HSA will primarily use county staff (Business Account Representatives) to engage the business community. They are responsible for:
   - Outreaching to the business community;
   - Having businesses identify appropriate job openings for our clients;
   - Walking businesses through our wage subsidy agreement;
   - Assisting businesses to develop job announcements and coordinating their appearance at one of our hiring events;
   - Maintain contact with employers once someone starts working and helps to resolve any conflicts. Our private sector subsidized employers are expected to retain participants once the subsidy period ends, thereby resulting in unsubsidized employment for our clients; and
   - Conduct sector-based recruitments and hiring events for employers who need to hire, but don't wish to participate in our subsidy program.

   Note - Job readiness training and job matching are done by other SF-HSA staff from the Workforce Development Division.

7. **What types of employers and industries will you place your participants in: private, public, non-profit, for-profit, retail, manual labor, data entry, health services, etc.?**

   - SF-HSA - Employer for: Public Service Trainee (PST) participants
     - PST - a program that assists CW participants in successfully transitioning to unsubsidized employment through on-the-job skills training and work experience via host

sites within the City and County of San Francisco. PST employment is an as-needed "Temporary Exempt" civil service position (32 hours per week) lasting 6 months with a possibility of an additional six-month extension (two, three-month increments).

- Community Based Organizations (CBOs) - Employers for: Community Jobs Program (CJP) participants
    - CJP - a program that combines work, skills development, and supportive services to increase participants' relevant job skills, enabling them to transition to labor market. CJP is generally the lowest tier, which targets participants who report little or no work experience or transferable skills.
- Private Sector – Employers for: Individualized Training Internship Program (ITIP) and Wage Subsidy Program (WS)
    - ITIP - a transitional employment program for CW participants, offering a temporary host site position that combines real work and skill development at a designated non-profit agency. Participants may work at their host site for a maximum of 4 months.
    - WS – a program that offers a reimbursement for all new hires of qualified participants. Employers are reimbursed a maximum of $1000 per month in wage costs not to exceed $5000 total reimbursement. Employers are encouraged to invest in and retain successful wage subsidy employees after the subsidized period ends.
- City College of San Francisco – Employers for Work Study Program participants.